



NEW HAMPSHIRE BOARD OF NURSING

Fall

2003

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"A view from Margo Connors, RN's back window in Sugar Hill, NH"



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CARITAS CHRISTI HEALTH CARE

From the Executive Director

By Margaret J. Walker, MBA, BS, RN, Executive Director

Since the Spring Newsletter, many things have happened here at the NH Board of Nursing. The Board requests for the open positions have been approved and I am now the official Executive Director. In addition, we have recently recruited two excellent nurses to fill the Program Specialist IV and Program Specialist II positions, which have been vacant since January 2003. The filling of these vacancies will allow the Board to move forward with nursing assistant educational programming and have increased coverage for oversight of the licensure process and medication nursing assistant certification. We are very pleased with this improvement in our staffing situation. If you have an opportunity to call the Board, please take a moment to welcome our new staff.

The Program Specialist IV position has been filled by Lorene Reagan, RN, CDON, formerly working in Health and Human Services in the Division of Developmental Services and an active member of the Development Disabilities Nurses Association. She comes to us with significant experience in state government process and procedures. In addition, she has remained involved in nurse practice legislative issues as well as nursing rule writing. We welcome Lorene and know she will provide the Board with excellent thoughts on many aspects of her position. Anita Paris, BSN, MS, RN is now our Program Specialist II and she will be directing the Medication Nursing Assistant educational programs and the certification process. Anita comes to us with a background in Obstetrics, Pediatrics, Women's Health and the American Red Cross. She was an active member of the NH Assn. of Women's Health, Obstetrics and Neonatal Nursing and is looking forward to the challenges and opportunities in her new role.

Legislative review of the Nurse Practice Act continues in the Executive Departments and Administrative Committee in the House of Representatives. The committee is providing an extensive review of the proposed legislation and we are hopeful that Senate Bill 199 will pass the House in the next legislative year. We thank all of our licensees for their continued support in this process. We can begin planning the necessary Administrative Rule changes as soon as SB 199 has passed. In the meantime, Board Staff will collaborate with the NH Area Health Education Council to provide public meetings around the state to discuss the rules with all licensees. Please try to attend one of these meetings to help us focus on the rules that need to be revised. These

meetings are planned in order to allow all licensees an opportunity to have an impact on the improvement of the rules that govern our licenses. The following is our monthly schedule plans. Details will be available as soon as possible. If you wish for another offering and have a group of 10 or more, let us know and we will schedule additional dates.

October 15, 2003 1-3 p.m. Berlin
Androscoggin Valley Home Health

November 12, 2003 1-3 p.m. . . Laconia
LRGH Health Community
Wellness Center

December 10, 2003 1-3 p.m. . . Concord
NH Board of Nursing office

January 2004 Nashua Area
To Be Announced (TBA)

February Peterborough Area
TBA

March Portsmouth Area
TBA

Our Board was well represented at the National Council of State Boards of Nursing at its Annual Meeting by Drs. Karen Baranowski and Judith Evans in August 2003. Many national and local issues were discussed and New Hampshire was able to provide the input and voting on issues of great importance to the nursing profession. Board staff continue to pursue improvements in our office operation and we invite all licensees to become involved in committee projects as well as support of educational offerings. Your input is important to us and thus if you should have a suggestion regarding the Annual Day of Discussion and other presentations, kindly let us know.

Please note in other areas of this newsletter, there has been a new requirement legislated to now require criminal background checks for all licensees. This legislation became effective in July 2003 and our Board will implement this new law in January 2004. Please make sure you read all of the information thoroughly and do not delay in processing your application. We mail all renewals to licensees approximately 6 weeks in advance. It is imperative for you to send in the appropriate applications and fees in order to assure you will have a valid license before your license expiration date (birth date). Please don't cause yourself or your employer unnecessary problems by waiting until the last minute. We specifically chose to implement this law after its effective date (6 months notice) in order to allow the Board time to inform all of our licensees of this new law.

It is our hope all licensees will visit our web-site on a regular basis and remain informed about Board activities and other new information.

Board Members

Karen L. Baranowski, DNSc, ANP, RN
Term expires - 5/10/2004

Gail Barba - Public Member
Term expires - 12/1/2003

Thomas Bloomquist, MS, CRNA-ARNP, FAAPM
Term expires - 5/10/2006

Richard S. Brothers, RN
Term expires - 5/10/2006

Linda L. Compton, RN, BS
Term expires - 5/10/2004

Elizabeth S. Gabler
Term expires - 5/10/2006

Brenda L. Howard, LNA
Term expires - 10/24/2004

Linda M. Morel, LNA
Term expires - 10/24/2004

James Nall, LPN
Term expires - 5/10/2006

Stanley J. Plodzick, Jr., M.Ed., RN
Term expires - 5/10/2004

Constance Theberge, LPN
Term expires - 11/16/2003

Board Staff

Margaret Walker, MBA, BS, RN
Executive Director

Judith A. Evans, RN, EdD
Assistant Director

Lorene Reagan, RN, CDDN
Program Specialist IV

Anita Paris, RN, MS
Program Specialist II

Susan Goodness
Administrative Supervisor

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Executive Secretary

Kim Cicchetto
Executive Secretary

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Sr. Account Technician

Susan Isabelle
Clerk III (licensure)

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Linda Audette
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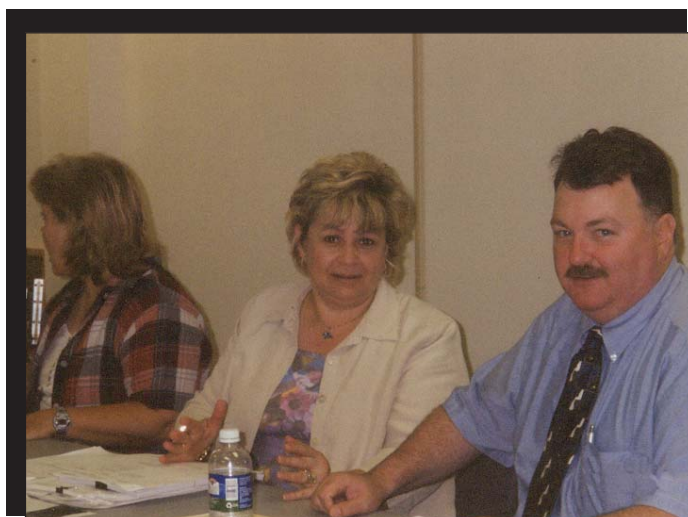
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New Hampshire Board of Nursing Chairman's Report

By Stanley Plodzik Jr., M.Ed., RN, Chairperson

"Nursing leaders in the new millennium must be able to manage amid paradox, complexity and ambiguity," stated recently by Pam Thompson, the CEO of the American Organization of Nurse Executives. Likewise, she charged nurse leaders to know the details of their business, but delegate more; take risks, and think strategically about the future, but be grounded in the present.

I do believe her comments speak well to the realities we all face in the day-to-day delivery of nursing care, and the need to be one step ahead of the rapidly and ever changing health care world we live in. Thinking over the past few months since our Spring Newsletter, I marvel how we are able to keep focused on our mission of providing quality care amidst the numerous issues we must deal with from staffing needs to over-capacity, regulatory challenges like HIPAA, rising costs, and emergency preparedness to name a few, as well as the significant changes that have occurred.

Here are some highlights.

►Our Board composition has changed significantly. I was the sole male nurse for all of my past Board tenure, and we now have three newly appointed members, Richard Brothers, RN, Thomas Bloomquist, CRNA, and James Nall, LPN, certainly a positive indicator of the increased numbers of males entering the profession! Just joining our staff are Anita Paris, RN, Program Specialist II overseeing the new Medication LNA Program, and Lorene Reagan, RN, Program Specialist IV overseeing all of the LNA licensure and programming. Both are very knowledgeable, have great backgrounds, and are well known to us throughout the State. In addition, Dr. Karen Baranowski has been elected the Vice Chair and brings her wealth of experiences to Board issues. As with any public board, of which NH has over 270

Boards/Commissions appointed by the Governor to serve in a wide variety of specialties, the education of new members and the need to bring everyone up to speed, like yesterday, is always a challenge. My impression is that these new additions have both the talent and commitment to very capably handle the responsibilities ahead of us, and certainly welcome them all to this exciting opportunity to be part of our NH Nursing Board.

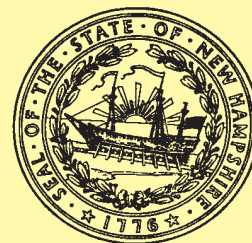
►We have been working all summer with the Study Committee to resolve our differences over SB153, the act to adopt the nurse licensure compact in New Hampshire. There are some very positive aspects of this single license for all member states. Maine is currently a member, and Vermont is exploring the same. However, there are issues which the Board felt must be addressed before supporting the bill as it returns this fall to the Senate Public Institutions, Health and Human Services Committee to be voted upon this coming legislative session. Currently 21 states have signed on to the compact.

►Senate Bill 199 - the revision of our Nurse Practice Act, bringing the language and content into a more contemporary status - is also still in the Committee of the Executive Departments and Administration (ED & A). We participated in a line-by-line review of our proposed changes this spring with the Committee, exploring our rationale for each change, and will continue to complete this task this fall with the hope that this legislation will also pass in the 2004 session. The changes were modeled after the National Council of State Board's model which has been "tested" in a number of states, and will hopefully make it much more user friendly, which I might add, is the intent of the dedicated legislators from ED & A who have been working with us on this.

►The nursing shortage issues

continue to devote much time and attention in the State. The positive side of this is that all of our nursing programs are at capacity this fall, and the real barrier to future growth, as you well know, is having adequate numbers of faculty. In this regard, Governor Benson has put forward a plan called the Nursing Bridge

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New Hampshire Board of Nursing

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Location:
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Program. This Program is a coalition of public and private interests pooling resources to provide 12 additional faculty to the Community Technical Colleges throughout the State with the goal of admitting an additional 100 students to our existing programs. He and his staff, including our own Board member Richard Brothers, RN, are currently working with the private sector on the details of this proposal anticipating that if it gains support, it could be up and running this spring.

►Another approach to solving the nursing shortage, as well as other health profession needs, is the initiative of the Healthcare Education Partnership, a group of health care and educational leaders throughout the State working with NH's Community Technical Colleges under the leadership of Pam McDonald, the Executive Director of the NHCTC Foundation. They will soon be rolling out plans for intense regional involvement of both partners, state and private, in seeking to increase capacity in our Community Technical College system, where already a number of innovative plans are underway.

►The Nursing Workforce Partnership Project, under the auspices of the Foundation for Healthy Communities, directed by Clint Jones, has been awarding federal grants to a number of facilities to upgrade nursing knowledge and skills in specialized areas, i.e. emergency nursing, end of life/palliative care, critical care, medical/surgical, oncology, and behavioral health. In addition, this two year federal grant is also being used to fund RN reentry programs and preceptor training. More information on this can be obtained directly from Clint Jones at the NH Hospital Association. We are also cautiously optimistic that the federal government will put an additional \$50 million into the Nurse Reinvestment Act, to assist states with their plans in addressing the shortage issues.

►A very exciting opportunity is in

the works to create a Center for Nursing in NH. Currently in the draft stages, this will be a distinct body of individuals, who will oversee the long range planning and data collection necessary to assure an adequate nursing workforce in the challenging years ahead of us, when so many, like myself, will be utilizing more nursing services in our "golden years," and hopefully healthy ones! This concept was given birth by the Nursing Summit, composed of representatives of all nursing organizations in NH, who will be meeting once again this fall, our tenth Summit to date, to finalize this substantive proposal. Our biggest issue to resolve is the funding source for this body, and the logistics required to pull this all together. However, we are all committed and can deal with the "complexity and ambiguity" that I mentioned at the beginning of my report, keeping our sights on the future nursing needs of our citizens in NH.

Lastly, kudos to the delegates of the NH Nurses' Association who voted for a major change in the structure of the American Nurses' Association to allow for state membership only, and opening the door to others who share the philosophy and objectives of NHNA to join also as members.

In closing, it's hard to believe that another year will soon be history, as we fast approach the holiday season. Let me take this opportunity, on behalf of all of Board members and our great staff, to extend to each of you and yours the gifts of peace, hope, joy, prosperity, and, of course, a healthy 2004.

Licensee Disciplinary Federal Reporting

After the final Board order for the following Board actions: Revocation of license, suspension of license for one year or longer, and voluntary surrender of license, the Board notifies the Office of Inspector General of the license status. The Office of Inspector General then communicates with the licensee directly.

Upon reinstatement of the nursing/nursing assistant license, it is the licensee's responsibility to contact the Office of Inspector General to have sanctions lifted from their license to practice in facilities receiving Medicare and Medicaid funds. The NH Board of Nursing will include this information to the licensee in the letter that is sent regarding the reinstatement of license. Board ordered stipulations with the reinstatement should not interfere with the lifting of Office of Inspector General sanctions. Therefore, a licensee who has met NH Board of Nursing requirements to be reinstated for practice, even if they have stipulations on their licensure record, is not prohibited from Medicare and Medicaid programs as long as they meet the communication requirements with the Office of Inspector's office.



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New Board Staff

Anita Paris, RN, MS Program Specialist II

Anita was formerly the Director of Women's and Children Services at Wentworth-Douglass Hospital in Dover. Prior to that, she was the Director of the Maternity Center at the Elliot Hospital in Manchester. She received her Bachelor's Degree in Nursing from the University of the State of New York and her Master's Degree from Springfield College, Springfield, MA. In addition to her new role with the Board of Nursing, she will also continue as a charge nurse with American Red Cross in Manchester.

She has served on the Association of Women's Health, Obstetrics and Neonatal Nursing (AWHONN) Advisory Board as well as several task forces associated with March of Dimes. She is married, has a daughter attending college and resides in Epsom. Her hobbies and interests include hiking, biking, walking with the Appalachian Mountain Club (AMC), reading and crafts.

She is very pleased to be part of a team that is dedicated to the practice of nursing and to the people of the state of New Hampshire.

Lorene Reagan, RN, CDDN Program Specialist IV

Lorene Reagan, RN, CDDN, graduated in 1982 from the New England Deaconess Hospital School of Nursing, Boston, Massachusetts. Lorene has worked in rehabilitative and medical surgical settings and has extensive experience in developmental disabilities nursing. She was among the first nurses in the nation to be certified in developmental disabilities nursing and presents nationally on topics related to management

of medication administration by unlicensed personnel and nursing supports for individuals with developmental disabilities.

Lorene has been the Nurse Coordinator for the State of New Hampshire, Division of Developmental Services since 1997, with responsibility for oversight of healthcare and medication administration systems.

Lorene authored "Syndromes and Conditions, I&II," a component of developmental disabilities nursing courseware published on-line in 2003.

Lorene will conclude a three-year term on the Developmental Disabilities Nurses Association Board of Directors in the position of Second Vice President in January 2004 and is a member of the editorial board of the *International Journal in Intellectual and Developmental Disability*.

Lorene lives in Nottingham with her husband and two daughters and is looking forward to this new and exciting opportunity.

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Dial 603-271-6599

Press 1

To verify a nursing license.

Press 2

To verify a nursing assistant license.

Press 3

For the Board of Nursing directions to the office

Press 4

For the Bulletin Board

- Notices, Announcements and General Information
- Office Hours

Press 5

Overview of the licensing by examination (NCLEX) application process

Press 6

For information about the status of an application filed with the Board

OR

Connect to the Internet

<http://www.state.nh.us/nursing/>

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New Board Members

**Thomas Bloomquist, MS, CRNA,
FAAPM
Board Member**

I grew up in northern Ohio. As a polio survivor, I had a natural interest in health care and attended Riverside Hospital School of Nursing (Toledo, OH). After six years of Open Heart-ICU experience, I entered the Cleveland Clinic School of Anesthesia and earned credentials as a Certified Registered Nurse Anesthetist (CRNA).

Following graduation I practiced in a variety of locations and settings, many in rural independent practice. As standards for CRNAs evolved, I also acquired a BA in Health Care Administration from Ottawa University and a Masters in Nursing from Rush University in Chicago. With a special interest in Pain Management, I also joined the American Academy of Pain Management and am now a Fellow in the Academy. My diverse experience acquainted me with a variety of training programs including certificate, degree, traditional and distance learning formats.

I have seen nursing from many angles and I have professionally evolved along with our field. I started as a diploma RN and now practice as an ARNP in a CRNA-only practice. I have seen men and women practice nursing in good times and bad and witnessed scientific, technologic and legislative changes. I am honored to know many who, by anyone's standards, are heroes and leaders, practicing nursing. As a polio survivor and amputee, I have been on both sides of the bed rail. Those experiences guide me in making decisions and recommendations.

I feel nursing is entering an era of unprecedented opportunity and of course, some challenges. Now, more than ever before, we have knowledge, technology and skills to give

our patients and to collaborate, in an atmosphere of mutual respect, with other health care professionals. I do feel nursing needs to become more assertive in its legal, business and legislative endeavors. By being full participants in advanced education, clinical preparation and commitment, nursing can continue its evolution with brighter futures for nurses, our patients and those who will follow in our footsteps.

**Richard Brothers, RN
Board Member**

We welcome Richard to the Board. He comes from the North County where he lives with his wife Rebecca (also a licensed nurse) and their children. Richard endorsed his NH license in 1994 and is a 1992 graduate of New York State University. He is currently employed at a local Emergency Department and works closely with Governor Benson on Healthcare issues in the State of NH.

**Elizabeth Gabler
Public Member**

I am the newest public member to join the Board of Nursing. I am married to former State Representative Bill Gabler. I am a full time Childhood Studies major at Plymouth State University. My daughter, Jen, is a senior at UNH Durham. In my spare time, I volunteer as an EMT with the Hebron Fire Department. As a Board member, I bring a strong interest in public safety and education to the table.

**James D. Nall, LPN
Board Member**

I have been a NH resident for 15 years. I began my nursing career as a CNA in 1989 in a state geriatric

psychiatric ward. From there I went to a hospital setting. I worked on the medical-surgical ward with some rotation to the other wards. I found myself very limited in what medical tasks I was able to perform as a CNA.

I enrolled in the NHCTC/LPN program. While there, I was the class president, and the valedictorian. I received the President's award for academic excellence. After graduating, I worked for a short time as a charge nurse in a nursing home. From there I became a care nurse in a nonprofit family practice. While employed there I became a state vaccine manager, STD counselor, Lab manager and Indigent Drug Program coordinator.

In May of this year I accepted a position as a care nurse in a pediatric setting. I'm working to increase my skills with the pediatric population. I hope to have the opportunity to contribute to the effort in third world countries to eradicate childhood disease through vaccination.

I am a single parent of three teen aged children. We are hosting a student from overseas for the current school year. I am a member of the Missions Committee in our congregational church. My hobbies include woodworking, painting, drawing, theater and renovating. I'm looking forward to the opportunity to represent my colleagues as a new member of the NH Nursing Board.



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Criminal Background Checks: It's The Law!

Beginning on January 1, 2004, the procedure you follow to renew your license to practice as an ARNP, RN, LPN, or LNA will be slightly different than in the past. In July 2003, the State of New Hampshire enacted a law requiring that everyone who applies to the Board of Nursing for a license must send in a Criminal Convictions Report from the Division of State Police. This is how the process will work:

1. You will receive a Criminal Record Release Authorization Form along with your license renewal or reinstatement application.
2. Complete the information requested on the Criminal Record Release Authorization Form and have the form notarized by a Notary Public. **DO NOT SIGN THE FORM UNTIL YOU ARE MEETING WITH THE NOTARY PUBLIC.**
3. Send the completed, notarized Criminal Record Release Authorization Form along with a check or money order for \$10.00 to the NH Division of State Police at 10 Hazen Drive, Concord, NH 03305.
4. The Division of State Police will send your Criminal Convictions Report directly to the Board of Nursing. Your report must be dated within 45 days of the day your license is due to expire.
5. Send your application for license renewal or reinstatement along with the correct license fee to the Board of Nursing.
6. Your license will not be issued until the Board of Nursing has received and reviewed your Criminal Convictions Report sent to us by the State Police. **PLAN AHEAD!**

REMEMBER!

- ◆ This law applies to all applicants for all types of licenses, including temporary, initial, renewal and reinstatement licenses.

- ◆ This law applies to RNs, LPNs, and LNAs.
- ◆ Your license cannot be processed until the Board of Nursing has received and reviewed your Criminal Convictions Report. The Board of Nursing will only review Criminal Record Checks that are current. They must be dated within 45 days of licensure. The report will be retained in the Board of Nursing office for 45 days following the date it was issued by the Division of State Police.
- ◆ Don't delay the process of renewing your license. The Board of Nursing cannot process your application without your Criminal Convictions Report. You cannot work as an ARNP, RN, LPN, or LNA without an active, valid license.
- ◆ **THERE ARE NO EXCEPTIONS! IT'S THE LAW!**

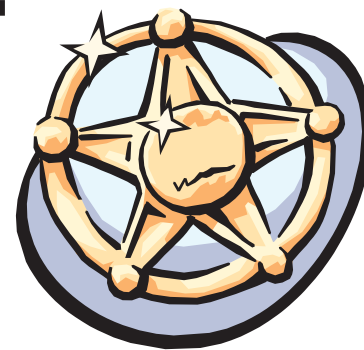
QUESTIONS?

How can I get my release form notarized?

- ◆ Notary publics are available in many banks and offices. There may be a notary public who works in your place of employment. There will be a notary public at the Board of Nursing office. **DO NOT sign the form until you are meeting with the notary public.**

Can I bring the Criminal Record Release Authorization Form directly to the Division of State Police?

- ◆ You may hand carry your Criminal Record Release Authorization directly to the Division of State Police. However, the Criminal Convictions Report must be sent directly from the Division of Police to the Board of Nursing office.



How many weeks before I renew my license can I start this process?

- ◆ Your Criminal Convictions Report will be retained in the Board of Nursing for 45 days from the date it is issued by the Division of State Police. Your report must be dated no more than 45 days before the date of your license renewal or the day your license is issued.

How long will this process take?

- ◆ The State Police office will process these requests as quickly as possible. However, plan ahead! Your license will not be issued until your Criminal Convictions Report has been reviewed.

If I already have a Criminal Convictions Report that I obtained for another purpose, can I use that report instead of applying for a new one?

- ◆ No, the Board of Nursing will only review reports that have been generated by the Division of State Police and sent to the Board of Nursing within the past 45 days. The report must be sent to the Board of Nursing office directly by the Division of State Police.

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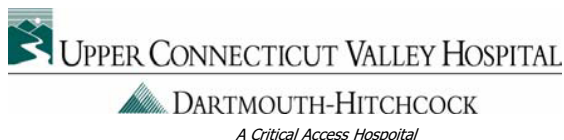
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OPEN LETTER

1946 Winding Ridge Road
Winston-Salem, NC 27127

July 26, 2003

The Editor
The Union Leader
100 William Loeb Drive
Manchester, NH 03104

Dear Sir or Madam:

I am writing to you today in the hope of locating and thanking a wonderful human being who was there to help me in a very desperate situation. All that I know about this wonderful person is that her name is Helen and that she is a nurse from Manchester, New Hampshire. I have called the New Hampshire Board of Nursing only to find out that there are 505 nurses with the first name of Helen located in Manchester. Hopefully, you will print our story and Helen will read it and know how grateful I am for her bravery and kindness shown to me on the day of my accident.

My boyfriend and I made the final stop on our week long vacation on July 4th at the Gettysburg Battlefield. At the first monument, in the midst of a large crowd, I tripped over the hitch at the base of a cannon and fell onto the concrete, scraping the left side of my face, severely cutting and scraping my chin and hands and, as I later discovered at the Gettysburg Hospital, breaking my right jaw bone. I was in extreme pain and was screaming and bleeding profusely. A voice that I will never forget pierced through the commotion "Let me through! I am a nurse!" In no time, a nurse that I know only as Helen from Manchester, New Hampshire came to my aid, washing out my heavily bleeding wounds with bottled water and applying ice and ointment with no glove protection or concern other than helping this stranger in need. As I sat in her van and she cared for me, her young daughter tried to calm me down by reassuring me with stories of her own deep wounds that had been stitched and were now just fine.

In this day of concern about blood borne pathogens and concerns about strangers, I am in awe of Helen's courage and the fine example that she is to the Nursing profession. Helen had no idea that I am the healthy person that I am, carrying no diseases, as she cleaned my wounds and slowed the bleeding with ice while she and her daughter did their best to calm me.

My regret is that I was in so much pain that I did not think to get any more information about this angel who came to my aid with no concern other than helping me. I hope that you will print this letter, she will read it and I will have the opportunity to thank her myself.

Sincerely,



Emily J. Averill



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NEW MEMBERS

The committees are frequently looking for nurses and nursing assistants to work on committee projects. If you are interested in adding your name to the list of nurses who might be called upon to work on a practice issue, please fill out the form below and mail to the Board of Nursing office.

NEW HAMPSHIRE BOARD OF NURSING**COMMITTEE INTEREST**

Yes, I'm interested in being included in the data base of nurses and nursing assistants interested in working with the committees on practice issues.

Name: _____

Address: _____

Telephone: _____ email: _____

RN/ LPN/ LNA License # _____

Employer _____

Job Title/ Area of Practice _____

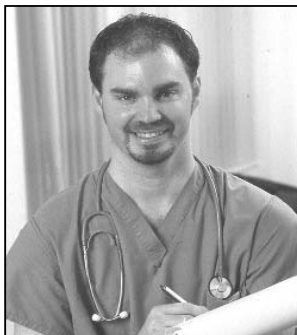
Interests: (Check all that apply)

☐ Practice & Education Committee Member

☐ ARNP Liaison Committee Member

☐ Interest in working on practice issues (Please specify) _____

Date: _____ Signature: _____



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LNA Continuing Education Requirements. In our last issue we referred to the LNA CEU requirements. This was an error. The Board of Nursing does not require Continuing Education Units but does require Contact Hours. We regret any confusion we may have caused with this typographical error. Please refer to our web-site brochure on Continuing education at www.state.nh.us/nursing, should you have questions.

Board Activities April 1, 2003 - September 1, 2003

□ Board determined it is acceptable for nurses not licensed in NH to take Blood Pressure readings for a health clinic in NH because this procedure can be done by licensed and non licensed persons.

□ Hours used taking a Medical Technician course are acceptable for continuing education required hours for LNA.

□ The question of whether or not the RN can be hired to carry out a regimen that is developed by Occupational or Physical Therapist was reviewed and discussed. The Board states it is acceptable for the nurse to follow the interdisciplinary plan of care.

□ Board determined it is acceptable for licensed nurses to provide topical hyperbaric oxygen therapy provided the nurse has met Nur 305.01 (c) and (d).

□ Board determined it is within the scope of practice of the RN to administer propofol to mechanically ventilated patients provided competencies are met following Nur 305.01 (c) & (d) and are within the guidelines of the institution.

□ Dr. Karen Baranowski was elected Vice Chair of the NH Board of Nursing.

□ Revised wording on nurse license application to read, "Have

you ever had any disciplinary action against any nursing or nursing assistant license such as denied, reprimanded, suspended, revoked or probated, or surrendered, education or practice stipulation, or fines, **or a current pending investigation** regarding your nursing/nursing assistant practice?"

□ Board determined LPNs working for the VA Medical Center and not licensed in NH may participate in the didactic portion of the LPN IV Therapy course at Catholic Medical Center.

□ Board developed zero tolerance criteria for drug/alcohol impairment while working as a nurse or nursing assistant.

□ School nurse FAQ approved.

Board granted continued approval to the following nursing assistant programs: Laurel Center Genesis, American Red Cross Concord Chapter, Sullivan County Nursing Home, NH Community Tech College Laconia, Edgewood Centre, Belknap County Nursing Home, American Red Cross NH West Chapter, Glenclyff Home for the Elderly, NH/VT VNA Alliance, Riverside Rest Home, Northeast Rehab Hospital, Quality Care Partners and Cheshire County Nursing Home.

Board granted initial approval to the following nursing assistant program: Professional Nursing Assistant.

Board granted continuing approval to: Skill Med Services Medication Nursing Assistant (MNA) program and initial approvals to NH Community Tech College Laconia MNA program, Coos County Nursing Hospital MNA program, NH Community Tech College Stratham/Pease MNA program, and Crotched Mountain Rehab Center MNA program.

Board granted initial approval to Wentworth Douglass RN Reentry Program.

NH Board of Nursing Administrative Rules Discussions

Board staff, in collaboration with Area Health Education Council (AHEC), will be in various parts of the state to speak to licensees about the necessary changes to the Administrative Rules. Watch for the brochures from AHEC. The purpose of this offering is to speak to licensees and other interested persons about the current rules and make appropriate recommended changes to these rules. We are aware the rules are difficult to read and there are outdated items we need to change. It is our hope licensees will come to the meeting and assist us with this process. It will be helpful for our licensees to point out areas we may have overlooked.

If there is a need for additional offerings and you have a group of 10 or more, let us know and we will make every attempt to provide a discussion for you.

SCHEDULE:

October 15, 2003 1-3 p.m.

Androscoggin Valley Home Health
in Berlin

November 12, 2003 1-3 p.m.

LRGH Health Community Wellness
Center Laconia

December 10, 2003 1-3 p.m.

NH Board of Nursing office-Concord

January 2004

Nashua Area To Be Announced
(TBA)

February

Peterborough Area TBA

March

Portsmouth Area TBA

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of 3/01/2003 - 08/29/2003

Registered Nurses:

Afflick, Jennifer	045311-21
Agnes, Judith	046107-21
Antognoni, April	050495-21
Appleton, Nancy	041642-21
Aubin, Brenda	021518-21
Bachta, Susan	019266-21
Barrick, Beth	043869-21
Baser, Patricia	033182-21
Bauer, Nina	045648-21
Bolduc, Joanne	046408-21
Bortz, Sylvia	046509-21
Brache, Sharon	047258-21
Brooks, Valerie	019709-21
Brown, Kathryn	050460-21
Bryant Bachelder, Marion	026822-21
Burbine, Wendy	034880-21
Burt, Brooke	050886-21
Collins, Charlotte	027350-21
Conley, Amy	041429-21
Cook, Kristen	041482-21
Cross, Sandra	010053-21
Darmody, Marjorie	049531-21
de Steuben, Cynthia	021524-21
Dickey, Carol	050814-21
Durant, Brenda	040401-21
Elliot, Brooke	021021-21
Emerson, Joan	044292-21
Field, Shirley	015834-21
Fish, Deborah	023034-21
Flanders, Jennifer L	038730-21
Foss, Debra A	050804-21
Francis, Amanda	050442-21
Garland, Pamela	038794-21
Gitlitz, Carole	012701-21
Grant, Karen	033153-21
Grima, Leslie	037105-21
Gullage, Thomas S	050435-21
Hall, Valerie	047472-21
Hilton, Melissa	027590-21
Hoefsmi, Linda	031794-21
Holden, Tracy	046962-21
Hopkins, Frances	012580-21
Ilves, Amy	043400-21
Jeffrey, Michelle	019506-21

Juneau, Norma	034173-21
Kerrigan, Sarah	050550-21
Kotek, Jaroslava	048023-21
Kowalski, Jean	050064-21

Lacourse, Katharine	043336-21
Lambon, Beth	050300-21
Lary, Michele	036334-21
Lastovica, Janet	012608-21
Lawless, Elaine	034762-21
Leccese, Teresa	047631-21
Linnane, Norma	040009-21
Lukasavage, Kinsy	049288-21
Lyons, Terri E	043235-21
Maina, Zipporah	049420-21
Manuel, Karen	037447-21
Marden, Denise	019257-21
McAllister, Kelly Anne	049072-21
Mccarthy, Jacinta	045398-21
McGarty, Nancy	035972-21
Mcguinnigle Resnick, Lisa	041453-21
Meyer, Kristin	051739-21
Meyers, Karen	024051-21
Montville-aho, Vicky	051794-21
Moore Kuzma, Deborah	044363-21
Morse, Amanda	046467-21
Mylott, Sharon	047627-21
Nadeau, Gail S	043708-21
Neily, Julia	045265-21
O'Neil, Diane	022794-21
Osborne, Jennifer E	050590-21
Phillips, Janice	051630-21
Poliquin Tracy, Mimi	050007-21
Prendergast, Carletta	025425-21
Richmond, Joan	051592-21
Rodrick, Leanne	041185-21
Rosenblum, Sandra	024834-21
Rosenthal, Kerry L	048477-21
Rosenthal, Kerry L	048477-21
Rundle, Lisa	048833-21
Sacuk, Claudia	023654-21
Sanders, Leon	050473-21
Scheinman, Susan	042559-21
Sherwin, Jane M	021933-21
Skoog, Jane	040141-21
Slocombe, Amanda	048876-21
Snowden, Suzanne	033739-21
Sorbello, Martha	043095-21
Southard, Vanessa	041098-21
Stender, Janet	044485-21
Sweitzer, Susan	047374-21

Trimbur, Marylu	021338-21
Vaillancourt, Rebecca J	043784-21
Valerio, Eneroliza	042222-21
Von Marschall, Laura	039251-21
Vota, Daniel	043459-21
Walsh, Deborah M	034060-21
Watson, Faith E	051919-21
Wiley, Kathleen	039363-21
Wilkins, Louise	014372-21

Wilkinson, Kevin	045163-21
Wilson, Elizabeth A	052241-21
Wilson, Susan	045759-21

Licensed Practical Nurses:

Austin, Harriet	011939-22
Bell, Joan	011170-22
Brooke, Burt	010934-22
Chase, Jennifer	012410-22
Davenport, Darcy	010623-22
Deschaine, Duska	010833-22
Forbes, Sherie L	011778-22
Gilbody, Julie	011163-22
Hafeman, Betsy	009669-22
Hutchins, Jacqueline	011885-22
Izzo, Patricia Ann	004950-22
Johnson, Alice R	012346-22
Jones, Vanessa	003590-22
Leach, Mary Lou	010661-22
Maltais, Sheryl	005786-22
McGee, Laura	010928-22
McGovern, Joanne	004493-22
Mitchell, Cathy	010165-22
Sabol, Shalin	012381-22
St Onge, Joanne	012533-22
Tankersley, Amber	012444-22
Wercinski, Pamela	011940-22
White, Cynthia	011900-22

Advanced Registered Nurse

Practitioners:

Ainsworth Quintal, Kristine	024479-23
de Steuben, Cynthia	021524-23
Dionne, Gloria	013575-23
Goodrich, Joanne	034899-23
Lawless, Elaine	034762-23
Marchand, Susanne	013610-23
Moore Kuzma, Deborah	044363-23
Pattavina, Maria	040865-23
Sacuk, Claudia	023654-23

continued on page 25



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continued from page 23

Tuohey, John 021269-23
Wiley, Kathleen 039363-23

Licensed Nursing Assistants:

Adams, Kristen 020787-24
Alcamo, Janice 019554-24
Barrett, Cheryl 025798-24
Bissonnette, Michelle 002816-24
Boudreau, Sheri L 020735-24
Bouffard, Erica 022543-24
Boutin, Kimberly 020587-24
Brothers, Kym 019474-24
Brown, Shannon 012657-24
Burgoyne, Sarah 020095-24
Butman, Stacey 021499-24
Caldwell, Juliette 022268-24
Carrier, Maria 022984-24
Carter, Heather 025670-24
Chaffee, Amy 021554-24
Cipriano, Justin 025682-24
Clark, Jane 001198-24
Cofferen, Heather 026934-24
Colcord, Judy 001304-24
Concepcion, Estefania 022791-24
Connor, Eileen 004781-24
Corcoran, Lydia 022137-24
Covey, Michelle 019495-24
Day, Anne 012399-24
Day, Stacey 013449-24
Deshaies, Susan 012526-24
Dextraze, Susan 001220-24
Durham, Cathy-Lynn R 008716-24
Durst, Wanda K 009519-24
Feltz, Susan 023951-24
Fisher, Erica 012908-24
Forbes, Jennifer 002306-24
Gauthier, Nadine 021784-24
Goel, Rajesh 025861-24
Gomez, Gladys 012694-24
Gray, Kelley 021564-24
Guldner, Jennifer 015684-24
Helie, Michael 020081-24
Helie, Sharon 000988-24
Henault, Shara 020634-24
Hood, Jessica 025729-24
Host, Tina 001357-24
Hutchinson, Shannon C 017359-24
Ibrahim, Margarette 012844-24
Jacques, Cheryl 019327-24
Boisvert, Stacy 025935-24
Jones, Diane L 005321-24
Kannler, Hildegard 008937-24
Kennard, Cynthia 024723-24
Lacasse, Patricia 001179-24
Lacroix, Michelle M 005996-24

Lavigne, Kim 023255-24
LeBlanc, Crystal 021736-24
Lemieux, Mary-Jo 001568-24
Levine, Anissa 023206-24
Litchfield, Dorothy 012747-24
Lovell, Margaux 023733-24
Mamedov, Galina 027030-24
Manseau, Sharon J 014648-24
Manter, Becky 002264-24
Matshona, Paul 024827-24
Mazhandu, Pamela 017066-24
Menard, Sarah M 022706-24
Mobley, Stephanie 024995-24
Moge, Adrienne 024068-24
Moore, Renee 025639-24
Morales, Carmen 023994-24
Mshana, David 024790-24
O'Donnell, Deborah 020016-24
Olds, Laurie 018471-24
Ongwae, Phelister B 020367-24
Osgood, Tonimarie 024888-24
Ouellette, Suzanne 000863-24
Pair, Steven 002311-24
Payne, Jessica 022523-24
Perkins, Jennifer 021837-24
Perkins, Susan L 027048-24
Phair, Regina 025981-24
Piper, Kathleen 005729-24
Poulin, Patricia 003438-24
Pouliot, Violet 002651-24
Prive, Pamela 016578-24
Quinn, Donna 004072-24
Rebstad, Shyenne 026176-24
Richardson, Jillian 017829-24
Riemer, Neisje 024326-24
Rodriguez, Maria 026938-24
Root, Nicole 020277-24
Roxas, Andrei J 024053-24
Ruest, Pamela 015593-24
Sapienza, Diane 013193-24
Silver, Lorna 007381-24
Silver, Tabatha 024973-24
Smith, Ellen 021889-24
Snyder, Lena 019880-24
Spadaro, Brekke 019691-24
Sparti, Alicia 025800-24
Stacy, Pamela 025438-24
Struthers, Barbie 007915-24
Ternullo, Erika 023071-24
Tristaino, Kristina 024804-24
Uwimana Nepa, Claire 025982-24
Varney, Regina 008482-24
Williams, Kelseey 019818-24
Wilson, Cheryl 003970-24

Where Are All the Nurses?

- ◆ How many nurses in New Hampshire work in acute care hospitals?
- ◆ How many nurses work at more than one nursing position?
- ◆ How many licensed nursing assistants are currently working in long term care?

The answer to all of the above questions is, "No one knows!" We have very little information about where nurses and nursing assistants in New Hampshire work, how many hours they work, if they have more than one job, or how many years they plan to remain active in practice. Over the next months, we hope to have a survey questionnaire on the Board of Nursing web site that will help us begin to answer some of these questions. We are requesting that all ARNPs, RNs, LPNs, and LNAs who are willing to spend a few minutes to go on line and fill out the questionnaire. Your answers will be completely anonymous so we hope you will consider spending a few minutes telling us about yourself. This project has not yet been funded, so we don't know when we'll be able to begin. PLEASE CHECK THE BOARD OF NURSING WEB SITE (www.state.nh.us/nursing) FREQUENTLY THIS FALL TO SEE IF THE QUESTIONNAIRE HAS BEEN POSTED!

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EOE

Being a School Nurse in New Hampshire - Some Pointers from Your Board of Nursing

Always keep in mind that YOU are responsible for knowing your Board of Nursing rules as well as all other state laws and the policies of your workplace. The tasks that you perform under your nursing license must also be in compliance with the policies of your workplace. Your workplace may limit you from performing tasks that are allowed by the Board of Nursing, but your workplace cannot require you to do more than the Board of Nursing allows.

Refer to Administrative Rule Nur 305.01 (c) & (d) when a task is allowed as long as you have had additional training. Keep in mind that tasks allowed with the additional training described in these rules must be documented with a written plan for maintaining competence and that the plan must be updated at least annually.

A word on the NH Department of Education and school nurses employed in the public school setting:

This document focuses on the NH Board of Nursing's oversight of school nurses. It is important for school nurses in public schools to realize that their workplaces are also regulated by the NH Department of Education (NHDOE).

The Board of Nursing has invited the NHDOE to comment on its rules and regulations that effect the practice of school nurses. By connecting to the web page, www.ed.state.nh.us/SchoolHealth/manual.htm, you can read the NHDOE rules and regulations as well as a variety of other state laws that public school health services personnel should be aware of (See Chapter 5). If you have any questions about the NHDOE's rules and regulations, contact the School Health Services Consultant at 271-3891.

What is a School Nurse?

A school nurse should hold a broad working knowledge of in-depth physical assessment and pathophysiology, and should be able to function independently. A school nurse supports student learning by managing and advocating for child and adolescent health and safety in the educational environment. The school nurse promotes optimal health, wellness, and independence of individuals within the school community. The New Hampshire Department of Education (NHDOE) law, RSA 200:29, states that "a school nurse shall be a registered professional nurse currently licensed in New Hampshire."

What is the role of the Licensed Practical Nurse (LPN) or Licensed Nursing Assistant (LNA) in Primary and Secondary school settings?

When working in the school setting, a LPN or LNA must follow Nur 406.01 of the NHBON regulations. This states that LPNs and LNAs working as employees or volunteers in primary or secondary school settings shall work under the supervision of a registered nurse pursuant to Nur 404.06 (d) through (h). The Registered Nurse supervises the LPN or LNA in the school setting pursuant to NUR 404.06(d) through (h).

Words on Medication Administration

Can a School Nurse give over-the-counter medications without a doctor's order?

Yes, however, the NHBON recommends when a school nurse administers an OTC medication it is important that:

- 1.) The nurse does so in accordance with nursing knowledge, judgment and skill AND
- 2.) The school nurse in public schools must follow the NHDOE

administrative rule, Ed 311.02 stating that "non-prescription medication shall be given only with the written request and permission of the parent and /or guardian."

Can a School Nurse provide a single dose of prescription medication for a school field trip or extracurricular activity?

Yes. The NHBON allows for a **single dose** of medication to be transferred by the school nurse to a separate properly labeled container for use on field trips. Please note that the NH Board of Pharmacy does not allow for the transfer of more than a single dose of medication because that would constitute the act of dispensing a drug, as per RSA 318:1 which states:

V. "Dispense" means to distribute, leave with, give away, dispose of, deliver, or sell one or more doses of a drug and shall include the transfer of more than a single dose of medication from one container holding **more than** a single dose of a drug."

The New Hampshire Board of Pharmacy advises you to direct questions relative to state and federal drug laws to the Board of Pharmacy by calling (603) 271-2350 and asking to speak with a compliance inspector.

The NHDOE rule Ed.311.02 states that "each local school board, with the advice of the school medical health advisor and school nurse shall establish specific policy and procedures to give protection and controls to the matter of medication in schools."

Can public school nurses delegate the administration of epinephrine auto injectors to school staff or volunteers, when a child has a prescription of this medication, in the event that an RN or LPN is not available?

Refer to NHDOE web page- www.ed.state.nh.us/SchoolHealth/manual.htm

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Board Actions

At its March 20, 2003 meeting, Board members voted not to publish names of individuals involved in disciplinary actions. Names can be obtained by calling the Board office. The Board further voted Reprimands will not longer be posted in the Newsletter. Any questions, please call Susan Goodness at the Board office, (603) 271-2323.

LICENSE NUMBER	BOARD ACTION	DATE OF ACTION	LENGTH OF TIME	CITY/STATE OF LAST KNOWN EMPLOYER	ACTION CAUSING DISCIPLINARY ACTION
023556-21	Suspended	3/11/2003	2 yrs	Laconia, NH	violation of January 18, 2003 Settlement Agreement, section III K
024434-21	Probation	3/20/2003	6 mo	Manchester, NH	Borrowed narcotics from one patient to give to another against facility policy, gave narcotic pain medications to patients whose orders for them had expired, failed to record medications given, administered oxycodone/APAP to a patient who had oxycodone ordered because Respondent thought they were the same, and left a syringe of fluid in the narcotics box that likely was morphine. During an unemployment claim hearing regarding Respondent, Respondent had submitted copies of patient records without having the patients' consent.
032937-21	Suspend retroactive to 6/2002	3/20/2003	1 yr	Columbia, Md	attempted to procure a narcotic pain medication with a forged prescription and that she has an addiction to narcotic pain medications
006639-22	Reinstated with conditions/restrictions	3/20/2003	2 yrs		
048560-21	Stipulations removed	3/20/2003			
050474-21	Suspended	3/20/2003	6 mo	Nashua NH	being under the influence of alcohol while carrying out her duties while at her place of employment as a nursing instructor, and to having abused alcohol concurrently with a period of Bi-polar decompensation
033543-21	Suspended	4/14/2003	2 yrs		violation of May 21, 2002 ltr of conditions, sectionI K
044394-21	Reinstated - conditions & restrictions	4/16/2003	2 yrs		
013937-24	Motions for rehearing denied	4/16/2003			
012940-24	Suspended	5/8/2003	2 yrs		Violation of December 19, 2002Settlement Agreement, Section III K
029613-21	Reinstated w/restrictions & conditions	5/15/2003	2 yrs		
048675-21	Reinstated w/conditions & restrictions	5/15/2003	1 yr.		
011226-22	Reinstated w/o conditions	5/15/2003			
038351-21	Reciprocal discipline with Massachusetts	5/15/2003	indef	Massachusetts	engaged in "...sexual conduct with a patient or former patient, failed to establish or maintain professional boundaries with respect to a patient or former patient and failed to adhere to accepted standards of nursing practice for therapeutic patient interactions"
011887-22	Denied reinstatement of LPN license	5/15/2003			
025314-24	Voluntary Surrender	5/15/2003		Bedford, NH	provided false information when applying for an employment position and falsely wrote and submitted a false statement to the Board from another in order to negate one of the allegations made complainant.
024778-24	Revoked	5/15/2003		Derry, NH	Mental, verbal and physical abuse toward resident's in her care; violation of care recipient's rights.
042695-21	Suspended	5/22/2003	2 yrs		violation of July 23, 2002 Settlement Agreement, section6
043271-21	stipulations removed	7/17/2003			
002493-22	Suspended	7/17/2003	6 mo	Concord, NH	admitted to misappropriation of narcotic pain medications and other controlled drugs, and having a substance abuse problem
037524-21	Suspended	7/17/2003	6 mo	Manchester, NH	reported for duty as an RN under the influence of alcohol, abuse of alcohol which rendered her incompetent to care for her patients, and actions from on or about February 2001 through July 12, 2002 indicating a problem with alcohol abuse which has a high potential for compromising patient safety.
051535-21	Suspended	7/17/2003	9 mo.	Lebanon NH	admitted to misappropriation of narcotic pain medications and having a substance abuse problem with narcotic pain medications

038851-21	Revoked	7/17/2003		Haverhill, Ma	Respondent had been arrested by the Londonderry Police for failing a field sobriety test, and was suspected of being involved in a "hit and run" accident. Respondent failed to respond to phone and mail requests for her to contact the Board Office. On May 15, 2003 the Board received documents from the Londonderry Police Department reporting that Respondent had been charged with driving under the influence of intoxicating liquor and/or drugs, and with being involved in an accident and failing to stop and give the other driver required information ("hit and run"); Respondent had stated that she had narcotic pain medications prescribed for her broken back (Oxycontin and Percocet); and Respondent had been taken to Parkland Medical Center by ambulance due to overdose of her prescription medications. Failing to appear at a scheduled proceeding in the Derry District Court relative to criminal charges that she had been driving under the influence of alcohol or drugs
pending NH RN licensure	Match Illinois discipline	7/17/2003			
043768-21	Removal of probation	7/17/2003			
005719-24	Reprimand	7/17/2003		Nashua NH	accepted samples (to give to a friend) of Viagra from another friend, a nurse who worked in a doctor's office, printing a label at the St. Joseph Hospital pharmacy where Respondent worked as a pharmacy technician, and providing the Viagra to her friend
037524-21	Revisited 7/17 decision, issued amended Board Order.	8/21/2003	6 mo		Board confirmed suspension of Registered Nurse license for 6 months.
011080-22	Denied reinstatement of licensure	8/21/2003	2 mo		
030179-21	Granted a RN temporary license for the purpose of participating in a reentry program	8/21/2003			
010831-22	Reinstate w/conditions & restrictions	8/21/2003	2 yr		
044061-21	Remove all stipulations	8/21/2003			
050474-21	Reinstate with restrictions & conditions	8/21/2003	1 yr		
012548-22	Suspend	8/21/2003	9 mo.	Manchester, NH	admitted to misappropriation of narcotic pain medications by withdrawing medication from Duragesic patches, to being on duty while under the influence of narcotic drugs, that having a substance abuse problem with narcotic pain medications
021526-24	Suspend; \$100.00 fine	8/21/2003		Manchester, NH	admitted to submitting an erroneous time slip and agreed to pay back the wages erroneously received, but has not repaid the wages to employer; failed to respond to requests by the Investigator/Prosecutor to contact the Board to discuss the matter and to provide evidence that the erroneously received wages had been reimbursed
020993-24	Reinstate with restrictions & conditions	8/21/2003			
Licensure code: 21=RN; 22=LPN; 23=ARNP; 24=LNA					
This narrative section is meant to educate other licensees and to serve as a deterrent. It is not meant to be punitive					

continued from page 27

Can school nurses delegate the task of instilling medications into G and J tubes?

Yes. According to NHBON rule NUR 404, delegation is permitted under certain circumstances. It is important that the school nurse who delegates this task be familiar and in compliance with the regulations of NUR 404.01-404.07 and the policies and procedures of his/her employer.

Can school nurses delegate the task of administering insulin and glucagon?

For nurses employed in public schools, the NHDOE administrative rule Ed 311.02 states that "All prescribed injectable medication shall be administered by a registered nurse or others who are qualified under the Chapter 326-B, Nurse Practice Act."

If you are employed as a school nurse for a private school, according to NHBON rule NUR 404.06 (b), any nurse who delegates a task must take into account factors such as the

stability of the client's situation and whether the nursing needs of the client are changing. This rule greatly narrows the option of delegating administering insulin and glucagon as the person performing the injection must make clinical judgments about dosages and related issues. It is important to remember that the nurse must always act in accordance with the policies and procedures of his/her employer.

Reviewed by the New Hampshire Board of Nursing August 21, 2003

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Understanding the Nurse Practice Act - What does Rule 305.01 mean?

If you've been reading the "Frequently Asked Questions" column in recent newsletters or on the web site, you may have noticed that there are two paragraphs that are now being included before the specific response is given. The paragraphs are as follows:

Always keep in mind that YOU are responsible for knowing your Board of Nursing rules and the policies of your workplace. The tasks that you perform under your nursing license must also be in compliance with the policies of your workplace. Your workplace may limit you from performing tasks that are allowed by the Board of Nursing, but your workplace cannot require you to do more than the Board of Nursing allows.

When a task is allowed via additional training under Nur 305.01 (c) & (d), refer to these rules on page 31 of this newsletter. Keep in mind that tasks allowed with the additional training described in these rules must be documented with a written plan for maintaining competence and that the plan must be updated at least annually.

Administrative Rule Nur 305.01 says:

(c) Nursing interventions and nursing related activities, in addition to those interventions taught during the initial educational process, shall be implemented following guidelines established by:

- (1) Administration*
- (2) Health-care providers*
- (3) Nursing staff*
- (4) Risk managers, and*
- (5) Other interested parties representing the sponsoring*

institution..... where the interventions shall occur

(d) These guidelines under (c) above shall

(1) Describe the educational preparation and practice history of the nurses or nursing assistants authorized to perform the intervention(s) or activity(s)

(2) Define the intervention(s) or activity(s) and the procedures for implementing the intervention(s) or activity(s)

(3) Include a written plan for attaining and maintaining competency of the licensee

(4) Identify the names of those nurses or nursing assistants authorized to perform the interventions or activity(s), and

(5) Be reviewed and updated as needed, but at least yearly.

Health care is constantly changing, and thus the practice of nurses and nursing assistants is also changing. It would be impossible to develop a list of procedures and interventions that are included in the scope of practice of nurses and nursing assistants. Instead, there are several ways that may be used to decide if a particular task is within your scope of practice.

First, if the intervention was taught during your initial education program, it is most likely within your scope of practice. If the intervention was not taught to you during your initial education, check the Board of Nursing website Frequently Asked Questions page, <http://www.state.nh.us/nursing/faq.html> to see if your question has been asked by someone else and already answered by the Board. The current list of Frequently Asked Questions includes:

- Anesthesia Administration: Role of the RN/LPN (UPDATED)
- Being a Women's Health Nurse Practicing in New Hampshire
- Guidelines
- LNA Scope of Practice
- LPN Scope of Practice of a LPN licensed in New Hampshire
- RN First Assistant (RNFA)
- Statements Related to Lying, Fraud, Theft
- Telehealth Nursing Practice
- What Constitutes Client Abandonment?
- What is School Nurse

If your question has not yet been answered, you can call the Board of Nursing and ask to speak with someone about a practice question. If you are told that you can perform the task if the requirements of 305.01 are met, you would need to make sure that

(1) your organization has a written policy/ procedure stating you can do the task,

(2) you have been educated to perform the task, and

(3) there is a written plan to make sure your competency to perform the task is reviewed at least annually.

Always remember, your workplace may limit you from performing tasks that are allowed by the Board of Nursing, but your workplace cannot require you to do more than the Board of Nursing allows. YOU are responsible for knowing both the Board of Nursing rules as well as the policies of your workplace!

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Lakes Region General Hospital & Franklin Regional Hospital

- ElderCare • Endocrine Services • Pediatrics • Orthopedics
- Hematology/Oncology • Physician Offices
- Emergency Services • Family Birthplace & Birthing Center
- Medical/Surgical • Pain Management
- Surgical Services & ASC at Hillside Medical Park

In addition to the clinical openings listed above, we are also looking for RN's for our Education Department to serve as Clinical Staff Educators and Community Educators. We are proud to offer TuitionLink, a program that will assist you with achieving your nursing degree in exchange for commitment to work for LRGHealthcare. Check our website for more details at www.lrg.org to learn more about TuitionLink and other educational opportunities offered by LRGHealthcare.

LRGHealthcare, recipient of the New Hampshire Business of the Decade in Healthcare Award, represents Lakes Region General Hospital, Franklin Regional Hospital, Affiliated Medical Providers, HealthLink, Community Wellness Centers, the Dental Resource Center, Lakes Region Adult Day Health Care Center, the Holistic Health Center in Gilford, and other community based services. LRGHealthcare is committed to making healthcare available, accessible, and affordable to our community.

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Margaret Franckhauser, ARNP,
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Delegation Revisited!

You may have questioned a statement that appeared in the Spring newsletter in the article related to delegation. The statement was made that "the nurse is accountable for the decision to delegate, for the delegated task and for the client outcomes." It is certainly true that the nurse is accountable for the decision to delegate which must be made following the "five rights of delegation": right task, right circumstance, and right person, right direction/communication, and right supervision. The person receiving the delegation is accountable for the decision to accept the delegation and for the performance of the task. The law (RSA 326-B) says that caregivers who follow these delegation rules properly "shall not be subject to disciplinary action by the Board of Nursing for the performance of their delegated duties." Client outcomes are affected by a myriad of factors that are unrelated to delegation. Therefore the nurse who delegates a task cannot be accountable for client outcomes.

DIRECTIONS

New Hampshire Board of Nursing 78 Regional Drive, Building B • Concord, NH

From points South and I-89:

Take exit 14 off interstate 93. At the end of exit ramp turn right (Loudon Road). Stay in the right hand lane - When you see Dunkin' Donuts on your left and Wendy's on your right take the right between Wendy's and the Colebrook Bank (Blodgett St.). Blodgett St. becomes Pembroke Road after taking a sharp left turn. Continue down Pembroke Road until you come to Chenell Dr. turn right onto Chenell. At stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn) 2nd building in on your left.

From points North:

Take Exit 15 off Interstate 93 to Rte 393 E. Take exit 2 off Rte 393 (East Side Dr.) - take a left at traffic lights. Continue on East Side Drive through 2 working traffic lights. Cross Loudon Road. East Side Dr becomes Canterbury Road after crossing the intersection at Loudon Road. At the blinking red light take a left onto Pembroke Road. Take first right onto Chenell Dr., at stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn), 2nd building on your left.

From Rte. 4:-

Take Rte. 393 W, take Exit 3 to Rte. 106. At the traffic light take a left onto Rte. 106 and continue south, past Steeplegate Mall. At the traffic light located at Rte 106 & Pembroke Road, take a right onto Pembroke Road. Take your first left onto Industrial Park Road. About ¼ - ½ mile on your right is Regional Dr. The Board's office is located at 78 Regional Dr. (left hand turn), 2nd building on your left.

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Committee Meetings:

Liaison Committee meets the fourth Thursday of the month as needed. The committee agenda is finalized 10 days before the meeting date. Please call Judith Evans for more details.

Practice and Education Committee meets as needed. Please call Judith Evans for more details and meeting dates.

Educators Committee, an ad hoc committee for academic and practice educators meets once each quarter. Call Judith Evans for more information.

Joint Health Council meets once each quarter usually the first Monday of the last month of the quarter, (e.g. Dec., April.) **Next meeting** Dec. 8, 2003. See web site for agenda, minutes and other information.

All meetings are open to the public and are held at the Board office.

"No one told me. I didn't know"

Board staff frequently hears this excuse when a licensee has moved or has not received their Board correspondence due to lack of current address. At this point, the Board of Nursing does not allow the postal service to forward your mail. Therefore, if you do not receive your renewal, it may be because we do not have a current address. As well, if you know someone who has not received this newsletter, chances are Board records do not have a current address, so please share this with those individuals. **Licensees are fined \$10 if they have moved or changed their name and not notified the Board after 30 days of such change.** All changes must be in writing and sent to the Board office. U.S. mail is preferable to fax correspondence.

Most common mistakes made on license renewal forms: Every two years, at least 45 days in advance, a license renewal form is sent to you. It is very frustrating when your mail arrives and there is not a new license but a notice from the Board that your license was not renewed due to an omission on the form. It can even be

more frustrating and costly if you waited to renew near the end of your renewal cycle which is your birthday. The delay can cause your license to lapse if the renewal period has passed which results in you not being able to work and costing you an additional \$10 to reinstate. To avoid this happening, please make sure that you have completed all the following areas on the form. The most common mistakes are:

1. No entry on date of application.
2. Lack of documentation if discipline applies.
3. ARNPs do not send copy of current national certification.
4. LNAs write their own name for Current Employer, not place of employment
5. Failure to submit fees
6. Lines left blank. Leave no line blank. e.g. If you are not working, on that line either put a line or something similar so that this office does not have to interpret "Did they not finish the form?"

Remember your license expires on your birthday just as it appears on your card and the envelope must be postmarked by midnight of your birthday.

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ARNP Liaison Committee

The ARNP Liaison Committee has been working on writing a formal document assisting ARNPs who do not meet active in practice requirements to reenter advanced practice. The committee is proposing that requirements for ARNP reentry include both theoretical content and clinical practice that must be completed under the supervision of an academic institution. The goal is to have the plan operational within the next months.

Practice & Education Committee

The Practice & Education Committee has been asked by the Board to clarify the confusing and ever changing practice standards related to the role of nurses in administration of analgesia and anesthesia agents. This has been a challenging task since the practice standards related to analgesia and anesthesia are sometimes nebulous and ever changing. The Committee will be forwarding recommendations to the Board for review and approval in the next months.

JOINT HEALTH COUNCIL MEMBERS

Members serve 3-year terms and are able to serve 2 terms for a total of 6 years. The following members began their service as follows:

Charles Felton Chair (Board of Medicine)	9/11/00
Ira Schwartz (Board of Medicine)	6/2/03
Peter Dicks (Board of Medicine)	6/2/02
Dorothy Mullaney, ARNP (Board of Nursing)	12/4/00
Jack Neary, ARNP (Board of Nursing)	3/4/02
Mary Bidgood-Wilson, ARNP (Board of Nursing)	12/2/02
Wayne Dutch (Board of Pharmacy)	12/4/00
Steve Whitcomb (Board of Pharmacy)	9/11/00
Mike Carvalho (Board of Pharmacy)	6/4/01

HOLIDAYS OBSERVED

November 11, 2003
November 27, 2003
November 28, 2003
December 25, 2003
January 1, 2004
January 19, 2004
February 16, 2004

BOARD MEETINGS

Are held the third Thursday of the month and begin at 8:30 a.m.

October 16, 2003
November 20, 2003
December 18, 2003
January 15, 2004
February 19, 2004
March 18, 2004
April 15, 2004

EDUCATIONAL PROGRAMS APPROVAL STATUS LICENSED NURSING ASSISTANT

<u>Program</u>	<u>Coordinator</u>	<u>Outcome</u>
March 20, 2003		
•Laurel Center Genesis	Mary Kennedy	Continued Approval
•American Red Cross Concord Chapter	Dolores Boynton	Continued Approval
May 15, 2003		
•Sullivan County Nursing Home	Carol Williams	Continued Approval
•NH Comm Tech College Laconia	Juliette Young Traiger	Continued Approval
June 19, 2003		
•Edgewood Centre	Miriam Pelletier	Continued Approval
•Belknap County Nursing Home	Catherine Coyne	Continued Approval
•American Red Cross NH West Chapter	Patricia McIntire	Continued Approval
July 17, 2003		
•Glenclyff Home	Carlene Dayton	Continued Approval
•NH/VT VNA Alliance	Linda Cullen	Continued Approval
•Riverside Rest Home	Diane Vashey	Continued Approval
•Northeast Rehab Hospital	Marie Sullivan	Continued Approval
August 21, 2003		
•Professional Nursing Assistant	Dana Gillie-Mularoni	Initial Approval
•Quality Care Partners	Patricia Chandler	Continued Approval
•Cheshire County Nursing Home	vacant	Continued Approval

EDUCATIONAL PROGRAMS APPROVAL STATUS MEDICATION NURSING ASSISTANT

<u>Program</u>	<u>Medication Nurse Reviewer</u>	<u>Outcome</u>
May 15, 2003		
•NH Community Tech College Berlin	Nancy Smith	Initial Approval
June 19, 2003		
•Coos County Nursing Hospital	Wendy Brousseau	Initial Approval
•NH Community Tech College Stratham/Pease	Anne Marie King	Initial Approval
August 21, 2003		
•Crotched Mountain Rehab Center	Margaret Lins	Initial Approval
•Skill Med Services	Bonnie McPhail	Continued Approval

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Ask about our **Sign-On Bonus** for selected positions. For further details or a tour of the facility, call **Jeanette at (603) 433-4828**. Please e-mail your resume to hrdept@portsmouthhospital.com or apply to **Human Resources, 333 Borthwick Ave., Portsmouth, NH 03801**. Fax (603) 433-5152. EOE



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- **Clinical Educator (40 hrs)** - BSN required, Master's preferred. Applicants must have a strong med-surg and critical care skill set and be able to support and mentor off-shift clinical staff. Must be self-directed and comfortable in an autonomous role.
- **Clinical Nurse Specialist/Critical Care (40 hrs)** - Ability to teach critical care skills. Will support and develop staff's critical thinking, problem solving skills and expanding critical care areas. Position reports directly to VP Patient Care Services.

Please forward resume to: **Kimberly Jacques, Human Resources Manager, Wentworth-Douglass Hospital, 789 Central Avenue, Dover, NH 03820; Toll Free: 1-877-201-7100.**

For a complete listing of current job openings, please call our Jobline at: 603-740-2196.

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7 RiverWoods Dr., Exeter, NH 03833 or fax to 603 772 6308,
email: dbarker@riverwoodsrc.org, or contact Human Resources at 603 772 4700.

You can also visit our web site at www.riverwoodsrc.org.

We look forward to hearing from you!



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